MARFORRES Administration Symposium

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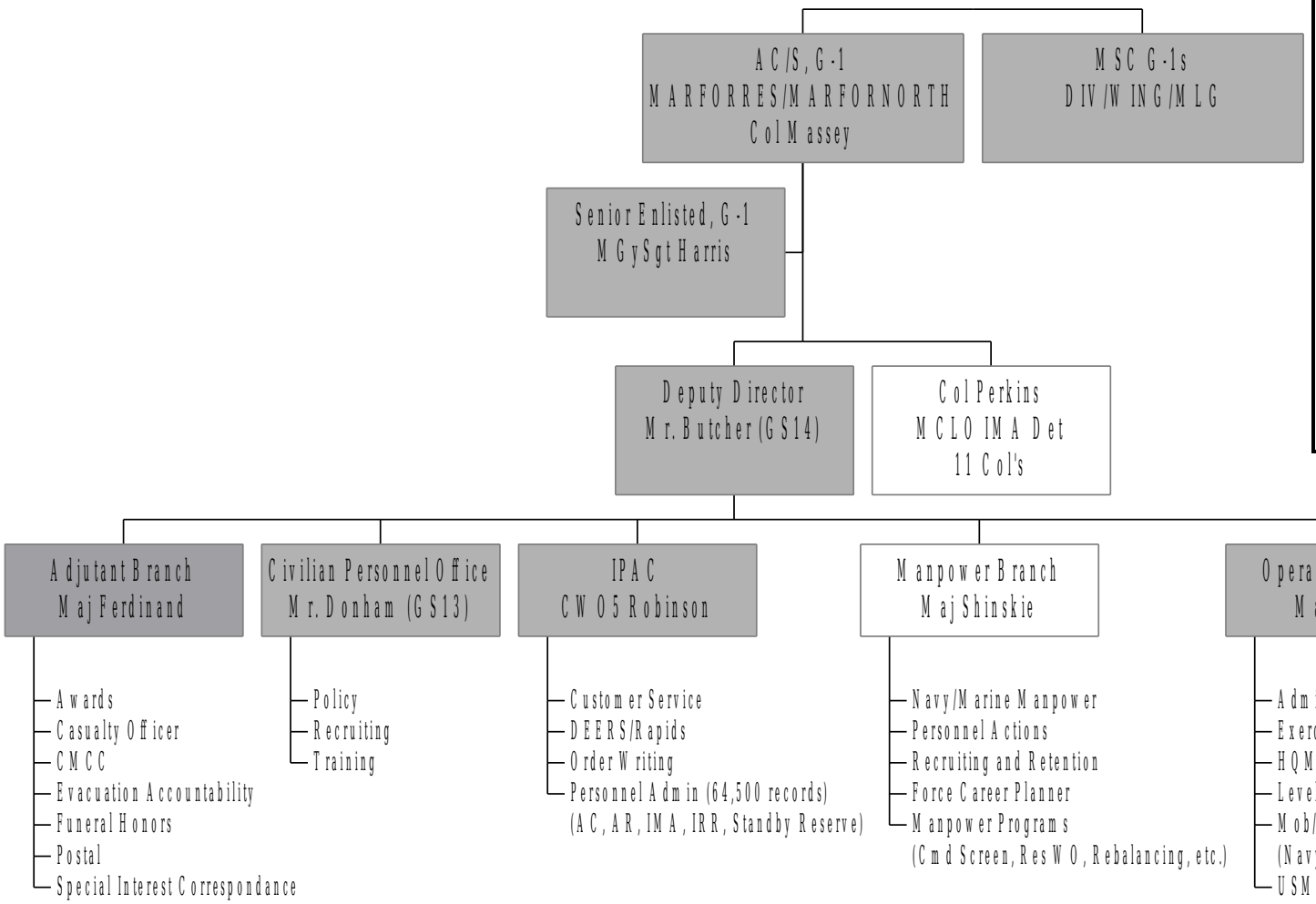
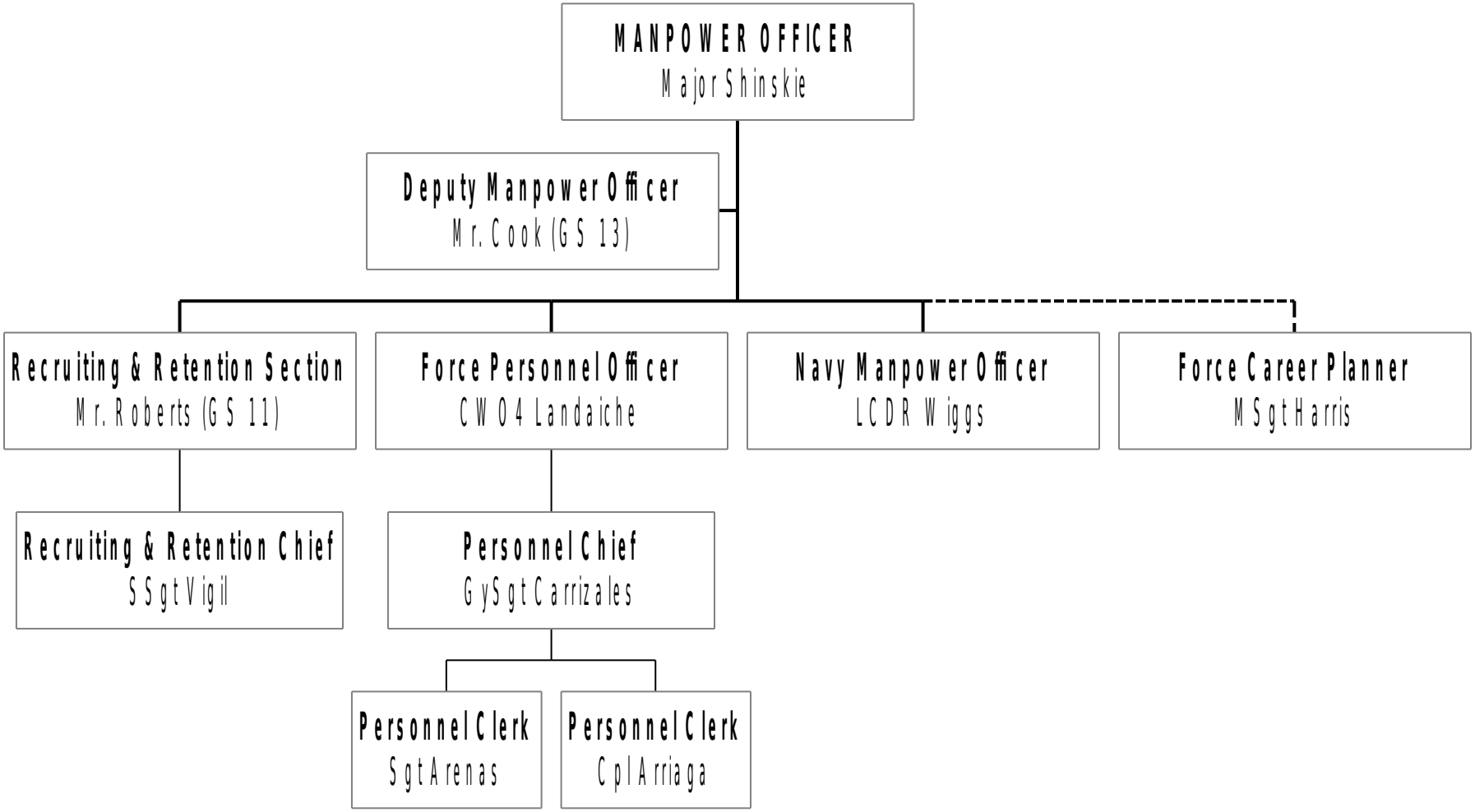
MFR G-1 Department



	O/H
Marine Officer	24
(includes 11 IMA Det)	
Marine SNCO	23
Marine Enlisted	79
Navy Officer	1
Navy Enlisted	1
Civilian	50
TOTAL	178

Manpower Branch



ARFORRES Manpower Fundamental

- Recent Initiatives
  - ✓ Billet Identification Code (BIC) Initiative
  - ✓ Re-balancing the Force
  - ✓ Force Structure Review Group (FSRG)
- Annual Manpower Issues
  - ✓ Active Duty for Operational Support (ADOS)
  - ✓ IDT Travel Reimbursement
  - ✓ Inter-Service Transfers (IST)
  - ✓ Individual Ready Reserve (IRR) Transfers
  - ✓ HUMS attachments and transfers
  - ✓ SMCR Officer Programs/WO Programs
  - ✓ Reserve SNCO Twice-Failed Selection for Promotion
  - ✓ Civilian Employment Information (CEI)
  - ✓ Reserve Referral Credit Program (RRC)
  - ✓ Career Planning
  - ✓ USN Manpower in support of MARFORRES

Billet Identification Code (BIC) Initiative

- **Billet Identification Code (BIC)**
  - *Role and Significance*
    - Inventory Plan
      - NPS, PS, and Retention Plan
    - COMMARFORRES messages
      - Jan 11: Required BICs in MCTFS
      - Sep 11: Isolated EXCESS
      - Dec 11: Categorized EXCESS/Invalids
      - Feb 12: Enforced Policies/Keeping the Faith Counseling
    - MARFORRES Manpower Office
    - HQMC (RAP)

Role and Significance of the BIC

Provides understanding of the inventory and requirements

- Fundamental Tool in Development of Recruiting Plan
  - ✓ *What Marines do you have, what do you need?*
  - Fundamental Tool in Development of Retention Effort
  - COMMARFORRES message in Jan 11 Required SMCR
    Marines to have BICs appropriately assigned in MCTFS
  - <u>CONTINUOUS PROCESS</u>
  - Marines JOIN, PROMOTE, RETRAIN, SEPARATE, TRANSFER, etc.
  - Example: 1000 Marines “change” each month in 4th MARDIV

Billet Identification Code (BIC) Initiative

- One Marine per BIC
  - No double “stacking” Marines in a billet
    - FSRG Obligor exceptions
  - In some cases, there are more than one per, check the ASR.
- Grade Match
  - Marine’s rank should be (+/- 1) of billet
  - Pvt (E-1) is authorized to fill LCpl (E-3) billet
  - Cols (O-6) and SgtsMaj/1stSgts only assigned to approved O-6/8999 billets

Billet Identification Code (BIC) Initiative

- MOS Match
  - PMOS should equal BMOS
  - If PMOS ≠ BMOS, Marine's PMOS shall be changed to reflect Basic MOS for billet
  - PMOS training required within 18 months
- Excess Manning (UIC+"00000")
  - Match an occupied billet (excess manning)
  - PMOS match, but exceed +/- 1 grade
  - Marines that do not match any billet on T/O
  - Marines that are excess to mapped BICs will carry the UIC of the unit at the geographic location not the "mapped UIC"

Billet Identification Code (BIC) Initiative

- We KNOW what is being run (Reserve Affairs)
  - ✓ ASR, MCTFS, SAS Software
  - ✓ Filtered out Bad BICs, Duplicate BICs, etc
  - ✓ Basic Report
    - Show Discrepancies (Compliance)
    - Currently in use
- Updated usually on Mondays and Thursdays
- Distribution includes Prior Service Recruiters and Career Planners

Re-balancing the Force

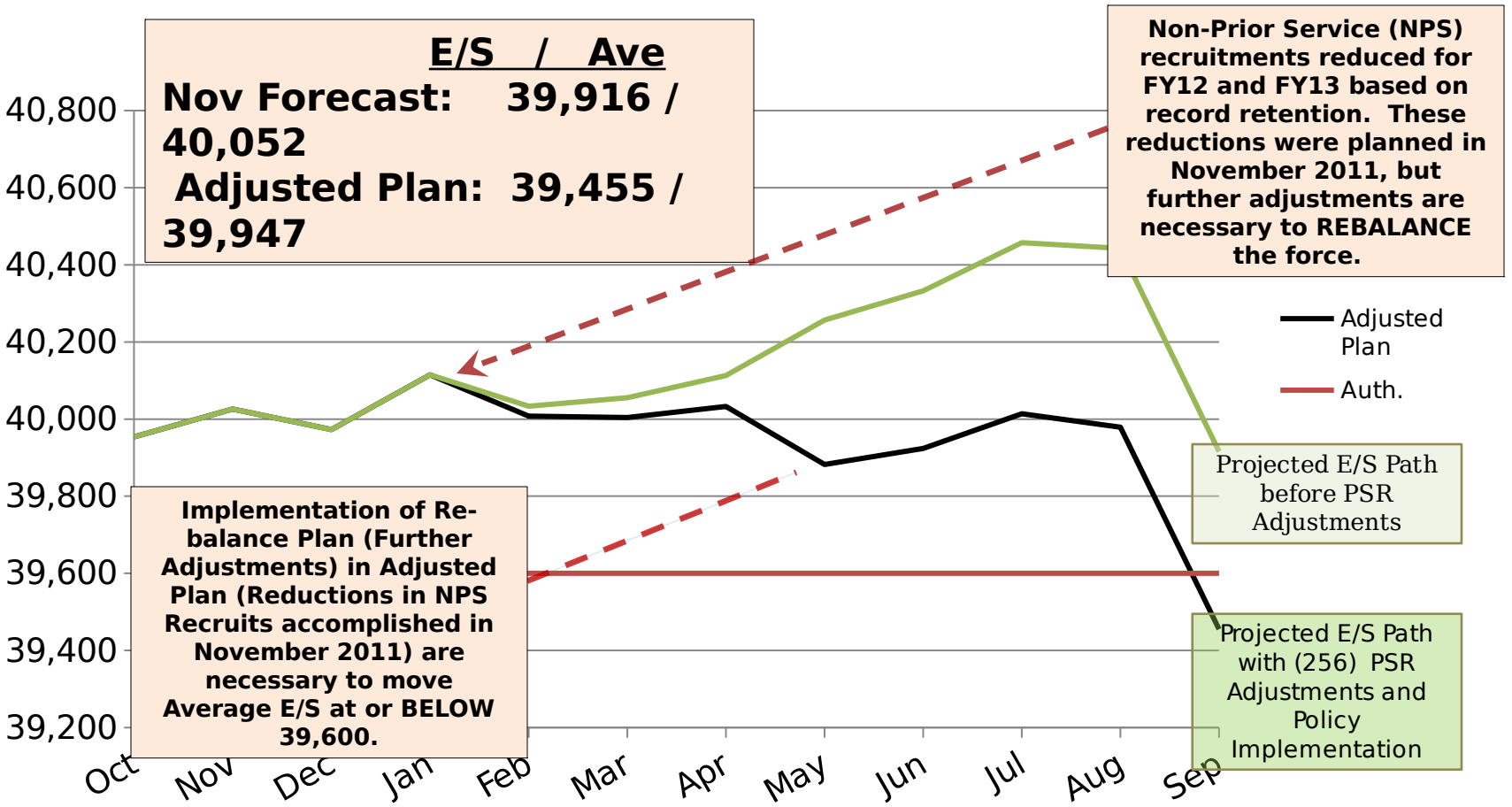
Issue

- **Over-execution of RC Manpower Budget in FY12**
  - **High SMCR Participation (80% v. 76%)**
  - **Higher SMCR Average Strength**
  - **SMCR O/H Inventory not optimally aligned to ASR**
  - **Opportunity to "Rebalance" SMCR**
  - **~~Less pressure on End Strength~~**

Desired End State

- **<u>Achieve</u> and <u>maintain</u> a Rebalanced Inventory :**
  - ✓ **Maintain the Force capability**
  - ✓ **Conform to RC manpower budget**
  - ✓ **Keep the Faith with Marines and communities**

Manpower Plan Projections
(January 2012)



SMCR Grade Mismatch Costs

	FY12 Excess Cost	FY13 Excess Cost
Colonel	**$ 0.65 M**	**$1.29 M**
Lieutenant Colonel	**$ 0.76 M**	**$1.53 M**
TOTAL	**$ 1.41 M**	**$2.82 M**

Col: 85 O/H v. 42 NARR *excess 43*

LtCol: 171 O/H v. 110 NARR *excess 61*

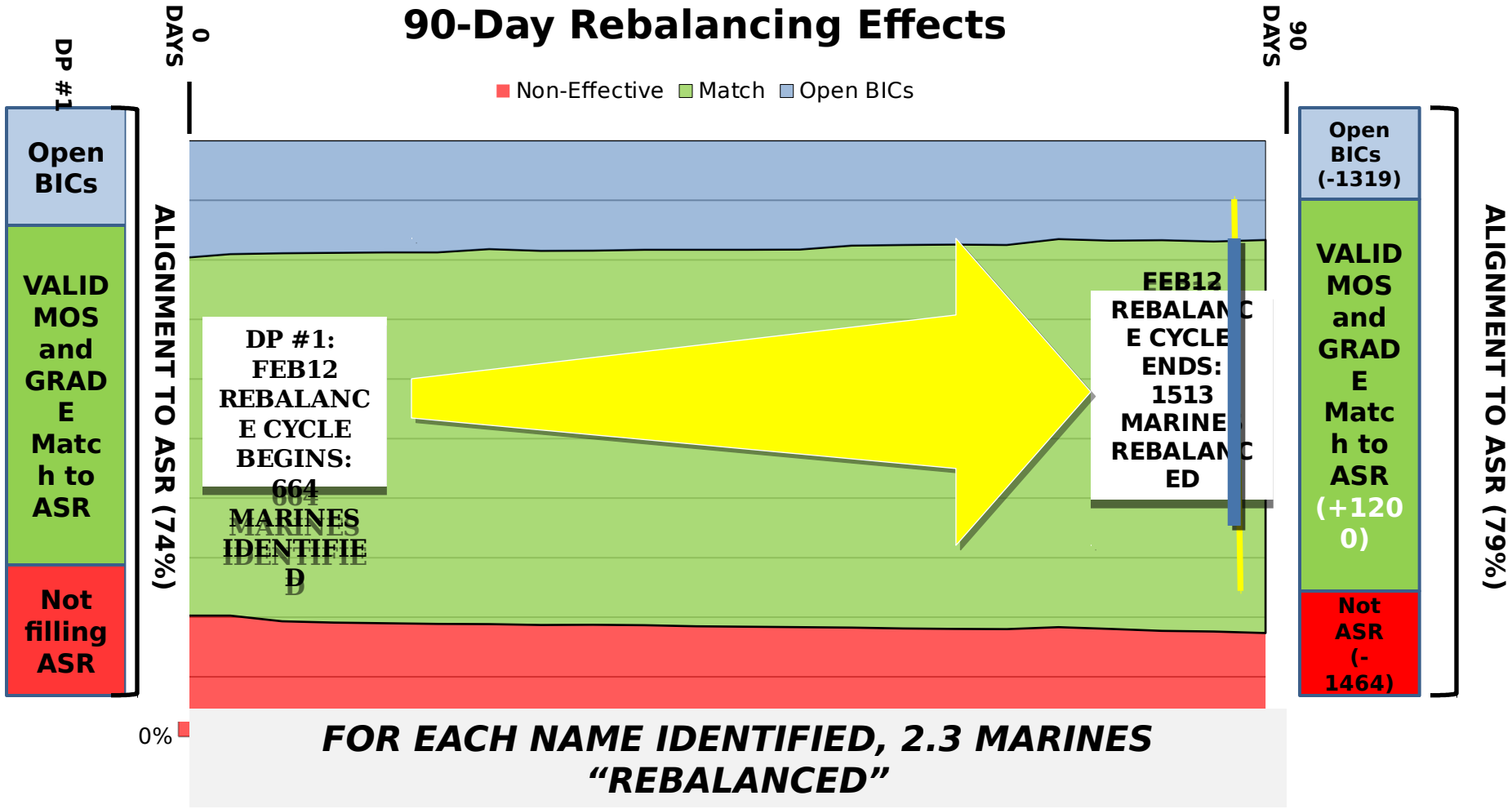
Each month, 104 senior SMCR officers are paid

CONOPS

- **COMMARFORRES published the order via Naval Message:**
  - ✓ **Unit leaders will counsel all identified Marines in accordance with the prescribed checklist NLT the first drill in February 2012**
  - ✓ **Report the results of that counseling to MARFORRES Manpower NLT 15 March 2012.**
  - ✓ **Final action will occur NLT 4 May 2012. --- *"No Pay in May"***
- **Marines identified need to "Rebalance":**
  - ✓ **Not properly assigned to valid structure (RA and unit input)**
  - ✓ **Written policy defines "proper" assignment (MCRAMM).**
- **All possible outcomes of the counseling contribute the**

OUTCOME	EFFECT
IUT to Open BIC/Re-designate for IUT BIC	Reduce EXCESS, increase MATCH
Intra-Unit to Open/Re-designate to Open	Reduce EXCESS, increase Match, Occ Field
IMA Affiliation	Reduce unit EXCESS, staff IMA opening
Voluntarily/Involuntarily to IRR	Reduces EXCESS (achievement of 300)
Exception w/ Expiration	Commander's Mission Achievement

Successful Execution



Monitoring Unit Actions

- **(0 DAYS—First Drill): Identify**
  - ✓ HQMC (RAP) sends MFR Manpower (MP) prior to monthly drill.
  - ✓ MP sends lists to MSC's for unit distribution.
  - ✓ Units COUNSEL (Keeping the Faith) Marines with Worksheet (Officer or Enlisted) from SharePoint.
  - ✓ Marines request Voluntary Transfer or Deferment or, election defaults to "No Election."

- **(30 Days—Second Drill): Keep Faith**
  - ✓ Returned Counseling Forms to MP organizational mailbox: mfr_manpower@usmc.mil.
  - ✓ Distributed as follows:
    - ***Deferment***: *MSC for Endorsement/Recommendation*
    - ***Voluntary Transfer to IRR***: *Tracked, not forwarded.*
    - ***No Election***: *No Voluntary Transfer or Deferment election defaults to "No Election." Billet referral support, as requested. MP sends request to MCRC for IMA requests to MCRC.*

- **(60 Days—Third Drill): Rebalance**
  - ✓ Marines pursuing IMA affiliation or IUT must affect those transfers prior to the 90-day mark.
  - ✓ Marines electing voluntary transfer to the IRR, will transfer on the date requested, but no later than the 90-day mark.
  - ✓ Deferments: Tracked through decision

- **(90 Days): FINAL. Marines do not drill on the 4th Drill. All UD action COMPLETE.**

Unit-Level Expectations of Rebalance Cycle

- **Observance of Policies: 15th of Each Month**

List from HQMC (RAP) 15th of each month

- ✓ Promotions or selections
- ✓ Changes to Structure (FSRG or other TO&ECR)
- ✓ Changes of Command
- ✓ Obligors (ROCP or NPS)

- **Decisive execution amplifies impact: 90 Days from Identification**

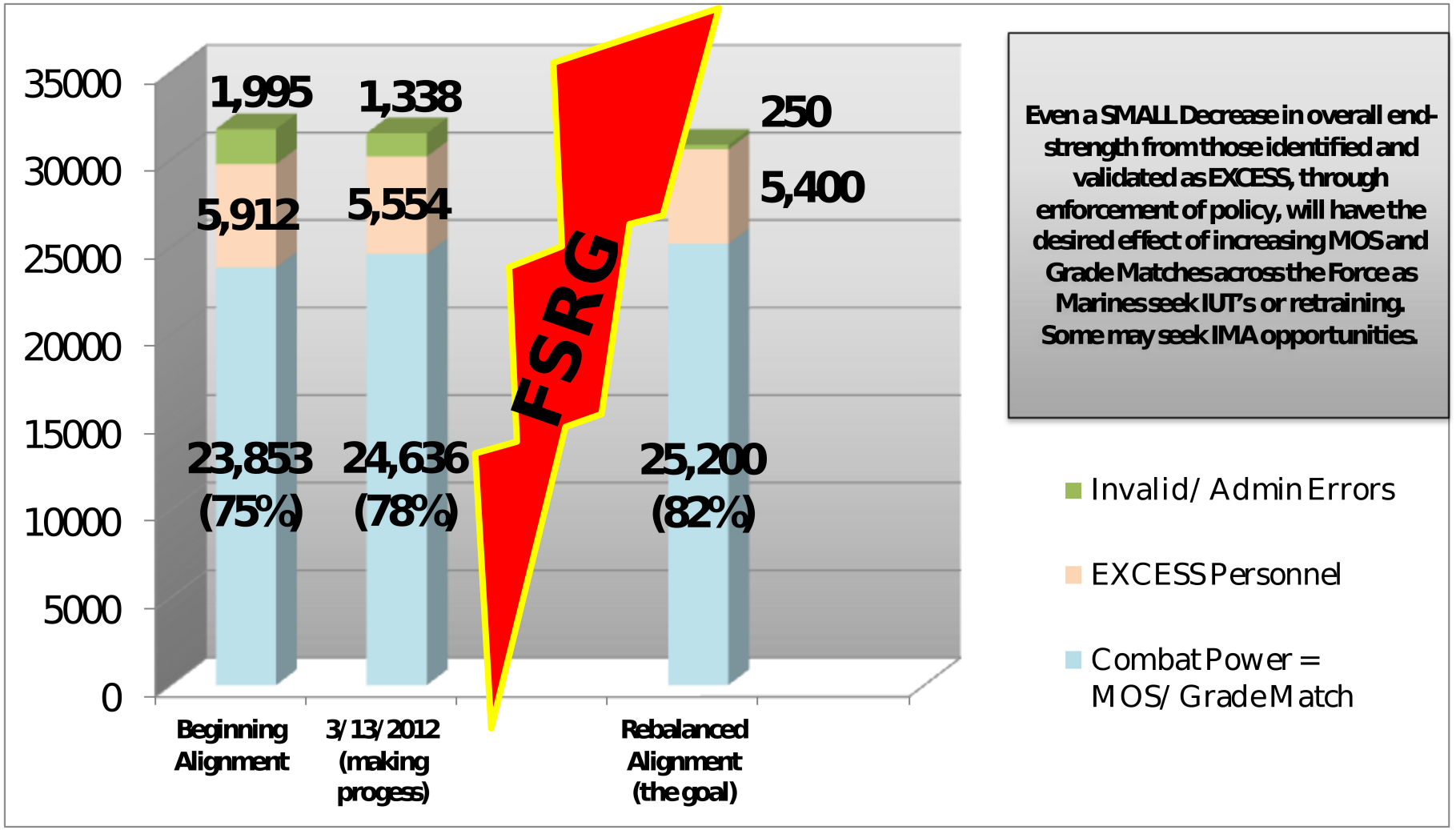
90 – day Cycle

- ✓ Rebalance, IRR (Voluntary/Involuntary) or Deferment
- ✓ Maximizes transition period (3 drill periods)
- ✓ MARFORRES oversight is Forcing function to unit-level manpower management

Inventory retains MOS & Grade Needed

- **Monitored Transition**
  - ✓ Leaders are Counseling
  - ✓ MSCs Adjudicate
  - ✓ **MARFORRES Oversight**
  - ✓ Reserve Affairs Support

urrent Force vs. Rebalance Force



Force Structure Review Group (FSRG

- FSRG is coming to a unit near you SOON.
- Multiple actions required to accomplish POA&M.
- AC/AR personnel plans for the future (MMOA/MMEA/RAM)
- SMCR Marines
  - obligors/non-obligors
  - Re-classify? IUT? IRR? Other opportunities?
  - Incentives may be available for the individual Marine.
  - Begin informing and preparing your SMCR Marines NOW.
  - MFR G-1 Manpower is in FULL support of your actions.
  - We will guide you through the process, seek to eliminate

Requirements and Staffing

<u>What MARFORRES needs (requirements)</u>:

- Authorized Strength Report (ASR)/Feb Troop List
- Billet Description (grade, MOS, type)

<u>What MARFORRES has (staffing)</u>:

- Reserve Component (RC)
  - ✓ SMCR Non-Prior Service (NPS)
  - ✓ SMCR Prior Service (PS)
  - ✓ Active Reserve (AR)
  - ✓ Individual Mobilization Augmentee (IMA)
- Active Component (AC)
  - ✓ MMEA/MMOA Staffing Goals
- Civilians

Understanding the "Requirement"

- Mission Requires Marines and Equipment
- Table of Organization and Equipment (T/O & E)
  - Mission Statement
  - Organizational Structure
  - Billet Description (grade, MOS, type)

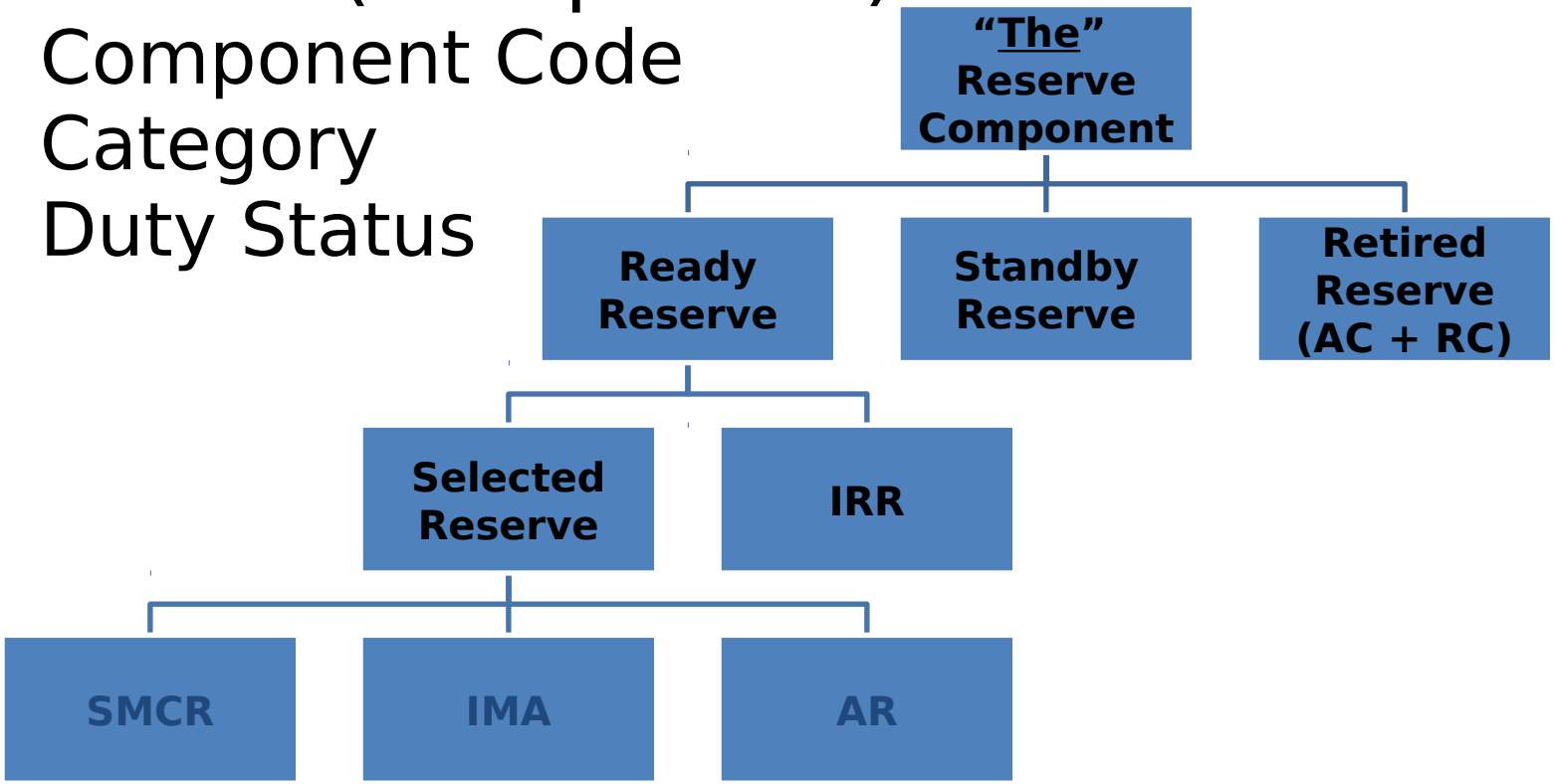
It's on my T/O, where's my Marine?

Full-Time Support

- Active Component (AC) and Active Reserve (AR) Marines
  - T/O is greater than ASR is greater than Staffing Goal
  - ASR represents structure (billets), not Marines
  - SG represents Marines
- Manning Precedence
  - Excepted Commands (I-I/Site Support) – 100% Staffing
  - Priority Commands – (MSC HQs) 95% Staffing
  - Proportionate Share Commands (MFR HQ) – % varies, based on remaining inventory
- The Role of the Monitor (MMOA/MMEA/RAM)
  - Your Role in the Process
  - OUR Role in the Process
  - Individual's Role in the Process

The Reserve Component (RC)

- AC v. RC (Component)
  - Component Code
  - Category
  - Duty Status



Ref: MCO 1001R.1K, MCRAMM

Duty Status

Inactive Status: Drilling, AT, Funeral Honors, ATP's, RIDT's, etc.

- Payment is by Diary Entry

Active Status : ADOS, mobilization

- Payment is by Diary "Join" for over 30 days.

- The ADOS Program is intended to provide personnel augmentation for both AC and RC to accomplish special projects, and to meet operational, administrative, and exercise support requirements of short-term duration.

- USMC Program Manager resident in Reserve Affairs Division, Reserve Affairs Programming (RAP-3) POC: Ms. Amy Romero (703) 784-9779 or Maj Rommel Villagracia (703) 432-9171.

Ref: MCO 1001.59A ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) IN

Roles

- I-I/Site Support + unit
  - AC: I&I, Administrators, Supply, Maintenance, etc.
  - RC: SMCR, IMA and AR
    - SMCR: They show up on weekends to “drill”
    - IMA: Your Peacetime/Wartime Support Team
    - AR: Full-time active duty that have an entire career in support of the RC
- Higher Headquarters
  - MSC Leadership and Staff Personnel
  - MARFORRES Staff (MFR G-1 Manpower Officer)
- HQMC
  - Deputy Commandant for Manpower & Reserve Affairs
    - Director, Reserve Affairs (RAM, RAP, RCT)

Inactive Duty Travel (IDT) Reimbursement

- Company Grade (includes WO), Major, ALL E8, E9 and Battalion/Squadron Commanders, traveling over 150 miles to drill.
- Force-shaping initiative (RAP). ***Must be valid BIC match***
- Reimbursement of ACTUAL expenses incurred during travel to/from Reserve Training Center (RCT) to perform IDT.
- Not to exceed $300 per round trip.
- Reimbursement is limited to 11 round trips (22 for some aviators) per FY.
- Submission is via DTS local voucher.
- Unit DTS Approving Official will be responsible for approving local voucher and ensuring claim does not exceed $300.

Inter-Service Transfer (IST)

Obligor Marines — *DO NOT SIGN DD FORM 368.*

- Unit CO / I-I not authorized to sign DD 368.
- COMMARFORRES is approval authority.
- Secondary effects: 2 year lead time for recruiting replacement. Obligors are most valuable.
- Force Policy Letter 04-07

Non-obligor Marines

- MSC CG may sign DD 368 for IST.

Ref: MCO P1001R.1K MCRAMM

MCO P1900.16F Marine Corps Separation and Retention Manual

Transfer to the IRR

- The IRR consists of all Marines in the Ready Reserve not affiliated with the SELRES who:
  - Have not completed their Mandatory Service Obligation (MSO); *or*
  - Have completed their MSO and are in the Ready Reserve by voluntary agreement; *or*
  - Have not completed their MSO (are mandatory participants or obligors), but are transferred to the IRR, based on COMMARFORRES authority.
- COMMARFORRES views the IRR as a valuable manpower source of trained, experienced

Transfer to the IRR

Obligors

- Unit CO / I-I not authorized to transfer Obligor Marines to the IRR.
- COMMARFORRES is approval authority.
- If approved, the unit must monitor very closely the Marine's Mandatory Drill Participation (MDP) Stop Date.
- Marine can lose enlistment incentives such as MGIB.
- Secondary effects: up to 2 year lead time for recruiting replacement.

Ref: MCO 1001R.1K, MCRAMM

Humanitarian Assignments

- A MARINE SHOWS UP ON YOUR DOORSTEP:
  - Initiated at the request of the Marine while on annual or emergency leave.
  - Local commander responsible to determine validity of request. If request is blatantly outside the scope of Humanitarian Assistance, local commanders have the authority to deny request without consulting CMC (MMEA-86).
  - When in doubt, contact MMEA-86 (703) 784-9329/9330.
  - Once an enlisted Marine has attached, notify MMEA-86 and Marine's parent command via naval message.
  - Officer attachments: NOTIFY MMOA or RAM (AC or AR).
- From date of attachment, Marine has 15 calendar days to submit

Reserve Officer Commissioning Programs (ROCP)

ROCP: Reserve Officer Commissioning Programs

- RECP: Reserve Enlisted Commissioning Program
- OCC-R: Officer Candidate Course-Reserve
- MCP-R: Meritorious Commissioning Program Reserve

- Critical nature of junior officer shortfall in SMCR recognized and acted on beginning in 2004.
- DC, M&RA was tasked with the development of a systematic long-term programming and management solution to improve Reserve Component lieutenant manning levels.
- Sought to develop solutions that are Total Force in nature and include a suite of RC accession programs similar to those used by the AC.

Ref: MARADMIN 571/06, Reserve Officer Commissioning Programs

Reserve Officer Commissioning Programs (ROCP)

ROCP: Reserve Officer Commissioning Programs

- OCS 10-week Officer Candidate Course
- TBS Full Course with Active Duty peers
- MOS school Full Course with Active Duty peers

- Following MOS school Lieutenants report to their assigned Reserve unit.
- Ground Focus: Not Aviation, Not Lawyers, Not 8806/8007 Billet Designator.
- ROCP Lieutenants are Obligors for three years from their date of commissioning.

SMCR Warrant Officers

- Marine applies for specific SMCR billet at specific unit.
- Agrees to serve 3 years in that billet (Obligors)
- All USMCR WOs now attend full length Warrant Officer Basic Course (WOBC)
  - Ensure WO selects are within standards before reporting to WOBC. They will be screened prior to WO appointment per MARADMIN 156/07.
- MARFORRES G-1 is actively tracking reserve WOs to ensure that they: (1) complete WOBC, (2) complete MOS school and (3) remain affiliated with their designated unit.

Reserve SNCO twice failed for promotion

- “No later than 1 November following the release of the SNCO Selection Board results Marines in the grades of E-5 through E-8 who, in their current grade, have twice failed selection for promotion in the SMCR will be transferred to and remain in the IRR unless promoted to the next higher grade while in the IRR.”
- Non-punitive admin action. Marines will not have incentives

  recouped.
- Commanders who have a Marine affected by this policy and

  whose unit will be activated prior to 1 May, can request NLT

  1 May to delay Marine’s transfer to the IRR if the

Civilian Employment Information (CEI

- **Title 10 U.S.C. Directs the collection of CEI data for members of the Reserve components . The data shall be used as follows:**

(1) For long term strategic planning or policy development and decision making at the highest levels of the Military Services and DoD.

(2) Shall not be used to order a member to serve involuntarily in a military duty status in their civilian skill, unless it's synonymous with his or her primary or secondary Military Occupational Code (MOS).

- **All reserve members requesting orders for (ATs, ADOS, voluntary mobilization, etc) will be screened for CEI compliance prior to authentication of orders.**

ITEM OF INTEREST TO COMMARFORRES

Reserve Referral Credit (RRC)

- **COMMARFORRES assigned RRC quota of 25% of annual MCRC NPS requirement by HQMC.**
- **COMMARFORRES delegates RRC mission to MSCs.**
- **Credit is given for each referral, whether the Marine goes AC or RC.**
- **Great way for unit commanders to influence their SMCR manning levels.**
- **Successful candidates can contract to drill as Obligors at the local unit.**

Ref: MCO 1130.56C Total Force Recruiting

ITEM OF INTEREST TO COMMARFORRES

Career Planner

Commander's Required Career Planner Interviews per the AIRS Checklist

- Provides the commander feedback on issues/trends that are effecting quality Marines' desire on retention/continuation.
- Former Reserve Marines stated they would have stayed if someone asked.

Ref: MCO 1040R.35, Reserve Career Retention and Development Guide

Ref: MCO 1040.31, Enlisted Career Retention and Development

Career Planner

SMCR

- Initial Interview (NLT 3 months from MDSD or RECC)
- MDSD Interview (26 to 24 months from RECC)
- 12 month interview (14 to12 months from RECC)
- 3 Month Interview (6-3 months from RECC

Active Component

- Careerist: EAS (9 to 6 months from EAS)
- 1st Term : FTAP (14 to 12 months from ECC) & EAS (9 to 6 months)

Active Reserve

–

- Initial Interview (within 6 months of joining)
- 12 month interview (14 to 12 months from EAS)
- EAS (3 months from EAS)

Ref: MCO 1040R.35, Reserve Career Retention and Development Guide

Ref: MCO 1040.31, Enlisted Career Retention and Development Guide (AC)

Career Planner

Admin Chief / Career Planner Pull Unit(s) RECC, EAS, ECC, MDSD Rosters

- RECC: Reserve Marines falling off contract
- EAS: End of active service (Reserve Marines may not have an EAS > RECC)
- ECC: AC/AR Marines falling off contract
- MDSD (Mandatory Stop Drill Date): SMCR Marines may drop to the IRR
- Track Marines in a Legal (CofGL)/Medical(CofGM),Involuntarily (CofGM)

Ensure Unit Career Planners are POC for all retention matters

- Per CMC guidance all enlisted retention waivers, SDA requests, etc. require submission via TFRS
- Support / Collateral Duties

MARADMIN 285/10 announced SMCR/IRR CEI completion requirements

Career Planner

Incentives

- SMCR reenlistment bonuses
- Active Component reenlistment bonuses
- 60 promotion points for Active Component Corporals and below
- SNCO degree completion program (Active Component)
- Special Schools i.e. Airborne
- Special Duty Assignments i.e. Drill Instructor, Recruiter, MSG, SOI
- Local Incentives i.e. Reenlistment locale, Time Off, PTAD, etc.

Career Planner

Officer Programs

Active Component

- MECEP, MCP, ECP, Academies, Warrant Officer (Active Commission)
- RECP, MCP-R (Reserve Commission)

Active Reserve

- AR Warrant Officer (limited opportunities)
- RECP, OCC-R, MCP-R Reserve Warrant Officer (6 Months EAS) (Reserve Commission)
- MECEP, MCP, ECP, Academies, (6 Months EAS) (Active Commission)

Reserve Component

- RECP, OCC-R, MCP-R Reserve Warrant Officer (Reserve Commission)
- MECEP, OCC, PLC, MCP ,ECP, Academies (Active Commission)

Career Planner

Force Structure Review Group (FSRG)

- Career Planner lead on helping Marines with the transition
- Collateral Duty Career Planners will require support from higher
- Travel of the Unit T/O Career Planner to support a subordinate FSRG unit
- Identifying, Screening, & notification of options prior to FSRG action
- Will cross MSC lines, MFR /MSC Career Planners available to assist with issues
- Taking care of the Marines is the number one goal

I&I/Commanders Tools

- MFR Stay Marine Website http://www.marines.mil/unit/marforres/Stay/default.aspx#MFR_Banner

- Force Policy Letter 14-11: Directs Commanders without T/O assigned Career Planners to assign a senior Marine as a collateral duty Career Planner'

- Annual Collateral Duty Career Planner Course (Separate Correspondence)

Career Planner

Local Command Authority (LCA)

SMCR

- ✓1 time (3) month extension
- ✓Once per current contract
- ✓Must have a RELM pending

AR

- ✓1 time (1) month extension
- ✓Once per current contract
- ✓Must have a RELM pending

Active Duty

- ✓1 time (1) month extension
- ✓Once per current contract
- ✓Must have a RELM pending

MARFORRES
Manpower (Navy Manpower)

- **Navy Personnel in MARFORRES**
  - Site Support Corpsmen – 235 Active Duty/FTS
  - Program 9 – roughly 2,500 drilling reservists
  - Health Service Augmentation Program (HSAP)

In MARFORRES, the title of MDR and I-I staff hospital corpsman are synonymous. The MDR serves as a representative of the Surgeon General of the Navy in all health care matters at the unit or site.

The MDR is directly responsible to the I-I for the health of the AC staff, assigned SMCR and Navy RC.

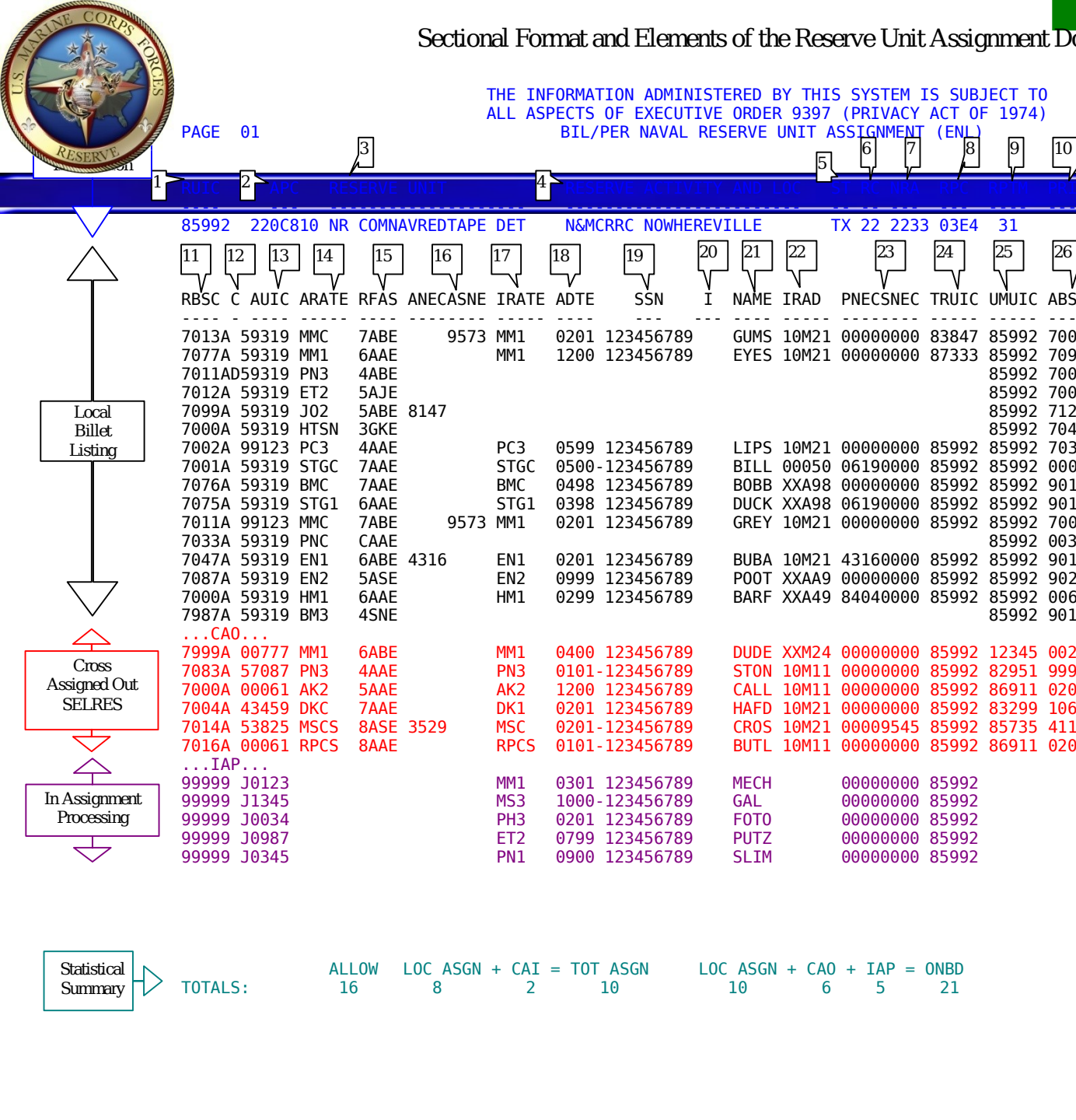
The reporting senior for the MDR is the I-I or Site Commander.

Navy Manpower Overview

THIS IS MY RUAD!

- I am what it says I am
- I have what it says I have
- I can do what it says I can do
- “Who is the RUAD manager?”

Sectional Format and Elements of the Reserve Unit Assignment Document (RUAD)


THE INFORMATION ADMINISTERED BY THIS SYSTEM IS SUBJECT TO
ALL ASPECTS OF EXECUTIVE ORDER 9397 (PRIVACY ACT OF 1974)
PAGE 01
BIL/PER NAVAL RESERVE UNIT ASSIGNMENT (ENL)
AS OF 01-Mar-01
1 RUIC 2 APC 3 RESERVE UNIT 4 RESERVE ACTIVITY AND LOC 5 ST RC NRA RPC RPTH PRI
85992 220C810 NR COMNAVREDTAPE DET N&MCRRC NOWHEREVILLE TX 22 2233 03E4 31
11 RBSC 12 C 13 AUIC 14 ARATE 15 RFAS 16 ANECASNE 17 IRATE 18 ADTE 19 SSN 20 I 21 NAME 22 IRAD 23 PNECSNEC 24 TRUIC 25 UMUIC 26 ABSC 27 *-MOB ACTIVITY-* 28 *----MOB BILLET-----*
7013A 59319 MMC 7ABE 9573 MM1 0201 123456789 GUMS 10M21 00000000 83847 85992 70060 COMNAVREDTAPE RA LMA ASST
7077A 59319 MM1 6AAE MM1 1200 123456789 EYES 10M21 00000000 87333 85992 70987 COMNAVREDTAPE RA BENCH GRINDER
7011AD59319 PN3 4ABE 85992 70060 COMNAVREDTAPE SCHED DELETE MAY01
7012A 59319 ET2 5AJE 85992 70059 COMNAVREDTAPE RA WIRE STRIPPER
7099A 59319 JO2 5ABE 8147 85992 71234 COMNAVREDTAPE RA PHOTO JOURNALIST
7000A 59319 HTSN 3GKE 85992 70456 COMNAVREDTAPE RA STEEL PATCHER
7002A 99123 PC3 4AAE PC3 0599 123456789 LIPS 10M21 00000000 85992 85992 70321 COMNAVBUREAUCRAT RA STAMP LICKER
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7987A 59319 BM3 4SNE 85992 90102 COMNAVREDTAPE RA JUNIOR DECK APE
...CAO...
7999A 00777 MM1 6ABE MM1 0400 123456789 DUDE XXM24 00000000 85992 12345 00243 COMNAVJOINME RA NUT CRACKER
7083A 57087 PN3 4AAE PN3 0101-123456789 STON 10M11 00000000 85992 82951 99961 COM THIRD FLEET RA PERSONNELMAN
7000A 00061 AK2 5AAE AK2 1200 123456789 CALL 10M11 00000000 85992 86911 02060 CINCUSNAVEUR RA AVIATION STORE
7004A 43459 DKC 7AAE DK1 0201 123456789 HAFD 10M21 00000000 85992 83299 10630 PERSUPPDET LONDO RA DISBURSING CLERK
7014A 53825 MSCS 8ASE 3529 MSC 0201-123456789 CROS 10M21 00009545 85992 85735 41138 COMNAVSURFLANT RA ASST FOOD SVC/MOB
7016A 00061 RPCS 8AAE RPCS 0101-123456789 BUTL 10M11 00000000 85992 86911 02070 CINCUSNAVEUR RA CHAPLAIN ASSIST/TS
...IAP...
99999 J0123 MM1 0301 123456789 MECH 00000000 85992
99999 J1345 MS3 1000-123456789 GAL 00000000 85992
99999 J0034 PH3 0201 123456789 FOTO 00000000 85992
99999 J0987 ET2 0799 123456789 PUTZ 00000000 85992
99999 J0345 PN1 0900 123456789 SLIM 00000000 85992
Local Billet Listing
Cross Assigned Out SELRES
In Assignment Processing
Statistical Summary
ALLOW LOC ASGN + CAI = TOT ASGN LOC ASGN + CAO + IAP = ONBD
TOTALS: 16 8 2 10 10 6 5 21

Navy Manpower Overview

Summary

- The Unit Commander should now how to READ a RUAD.
- Your success is partially dependent on unit manning. (manning is a readiness function)
- Every unit should have at a minimum 1 Sailor (preferably a senior enlisted or officer) designated as the RUAD MANAGER. If not, one should be designated.
- Manpower is here to assist you in managing your RUAD; develop a plan to fill any vacant billets and move IAP personnel into hard billets.
- Contact MANPOWER for implementing changes to your RUAD.

Manpower Points Of Contact

- **Manpower Officer**
  - Maj Shannon Shinskie shannon.shinskie@usmc.mil
  - COMM (504) 697-7188
- **Deputy Manpower Officer**
  - Mr. Erik Cook erik.cook@usmc.mil
  - COMM (504) 697-7187
- **Recruiting/Retention Officer**
  - Mr. David Roberts david.s.roberts@usmc.mil
  - COMM (504) 697-7193
- **Personnel Officer**
  - CWO4 Laura Landaiche laura.landaiche@usmc.mil
  - COMM (504) 697-7189
- **Force Career Planner**
  - MSgt Roderick Harris roderick.t.harris@usmc.mil
  - COMM (504) 697-7795
- **Navy Manpower**
  - LCDR Wiggs james.wiggs@usmc.mil
  - COMM (504) 697-7186

QUESTIONS?